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**MURRAY STATE UNIVERSITY**  
**Faculty Senate**  
**February 2, 2010**

Present: Senators Bartnik, Begley, Binfield, Blaylock, Bloomdahl, Bodevin, Busija, Farrell, Goggins, Guyer, Herr, Jung, Kleinhans, Koren, Landini, LaValle, Locke, Miller, Norris, Ortmann, Papajeski, Peake, Pittman-Munke, Porter, Rogers, Rose, Smith, Washington, White, Yarali, and Regent Morgan. Dr. Tina Coffelt was proxy for Senator Gesler, Department of Organizational Communication, Dr. Wafaa Fawzy for Senator McCreary, Department of Chemistry, and Lt. Col. Simons for Cpt. Ballard, Military Science.

Absent: Senators Awori, Revell, Robertson, and Swisher. Guests: Tom Hoffacker, Director of Human Resources, and Josh Jacobs, President's Office. News Media: None.

The minutes of December 1 were corrected and approved.

## **REPORTS**

**Board of Regents**--Regent Morgan reported that he has emailed faculty with information in preparation of the next board meeting on February 19. He distributed a summary of the Governor's 2010-2012 Budget Proposal.

**KTRS**—Regent Morgan, also a KTRS Board Member, presented information on proposed legislation that would adequately fund medical insurance for retirees. The contributory percentage will be phased in to an increase from .75 percent to 3.75 in 2015-2016. The senate passed a resolution unanimously supporting the plan.

**Executive**—President White welcomed Dr. Coffelt, representing organizational communication, and Lt. Col. Johnny Simons, representing military science. A resolution responding to HB160 – a bill currently being discussed in the state legislature that leads to mandates of common course requirements and outcomes for general education at Kentucky universities – was passed and will be forwarded to our legislative representatives. The resolution strongly opposes any mandate of standardization in degree requirements, curricula, and course outcomes. The senate also opposes any legislative action that would waive program-specific course prerequisites or mandate automatic admissions to related upper division courses or degree programs.

**Rules, Elections, and Bylaws**-Vice President Pittman-Munke introduced Casey Workman, an information systems programmer, who answered questions regarding the capabilities of Votenet ([www.votenet.com](http://www.votenet.com)), a company the university has contracted with to facilitate student and faculty elections. Members of the executive committee have examined the services and found them to be compliant with security concerns, etc. IS will work with SGA and the senate on test phases. Faculty Senate spring elections will be ran through Votenet. The possibility to use for the senate's administrative performance assessment will also be explored. Faculty are encouraged to vote in this spring's elections. A call for nominations will be distributed shortly and nominations will be accepted from March 1 to April 6. The BOR Teaching Award guidelines have been distributed.

**Academic Policies**- No report.

**Finance-** No report.

**Governmental Affairs-** Vice President Pittman-Munke reported that COSFL is also monitoring HB160 on transferability coming out of CPE. The other institutions are also responding to it as are the chief academic officers and university presidents. Diversity is also being discussed at the state level.

**Handbook and Personnel-** Chair Porter presented a recommendation from the committee that would allow the University Tenure Committee to make tenure recommendations on each individual packet. President White noted that the committee now oversees the tenure process and checks that procedures have been followed but does not make individual tenure decisions. Senators voiced both support and disagreement with the proposed revision to Section 1.5.3.2, the University Tenure Committee, and repercussions to the tenure policy. Possible implications to the appeal process were part of the discussion. The recommendation failed 8 to 22. Revision to Section 2.7.5.1, Tenure Consideration Procedures, was withdrawn.

### **Academic Council**

**Undergraduate Studies-** Vice President Pittman-Munke reported that several courses have been passed by the Academic Council but very few by the committee. No items will be accepted after March 1.

**Graduate Studies-** Dr. Gannon, chair, reported that five new history courses, 2 psychology courses, and one occupational safety & health course were subsequently approved by Academic Council. The largest order of business consisted of a widespread revision of counseling (education) courses and programs.

**Library and Academic Support-** No report.

**Residential Colleges-** No report.

**Insurance and Benefits-** Senator Porter, committee member, encouraged faculty and staff to participate in the Healthy Life program and to use health services for routine office visits. There is no copay and nurse practitioners can write prescriptions. An employee health fair is scheduled for March 10, 8 a.m. -12:30 p.m., offering many free screenings.

President White noted the reminder emails for reporting of leaves. A faculty member from MTSU has shared that their chairs are still responsible for submitting the reports, even with Banner, and that it is not placed on the individual faculty members. A uniform time for submission was highly suggested in helping with this new process for faculty. Faculty were encouraged to review their cumulative reports to make sure leave is being calculated correctly. Faculty questioned the motives of this reporting requirement in the light of possible fines to departments. It was noted that any reduction of leave for non-compliance would be unlawful. Faculty noted continuing problems in deposits to ORP accounts. Senator Porter explained that the university's one-time deposit to the newly offered health savings accounts would occur in March.

Senator Farrell noted bill SP137 that will allow the regional universities to offer doctoral programs in nursing. This is supported by both UK and UofL as they recognize the need and the compliance with increased accrediting requirements.

Regent Morgan is pursuing free access to the Student Wellness and Recreation Center for all faculty and staff.

**New business-**Concerns were shared over the search for provost; 1) the short term notice to faculty of the search firm visit immediately after the holiday break, before the beginning of classes; and 2) the lack of experience of administrative searches at the university level. The lack of faculty consultation in development of the process was also noted. President White attended one of the open sessions January 5-6 in which members of the firm solicited qualities in a desired profile of a new provost. He noted the one day notice and the lateness of the day as influencing the low attendance. The search committee will be able to review all applicant files and will determine the finalists. The search firm does the initial screening of candidates. Each finalist will visit campus and meet with constituencies. According to faculty representatives on the search committee, the firm was chosen before the committee was convened. There was no action by the board. According to Mr. Jacobs, procurement accepted RFPs from any interested parties. Proposals were accepted, reviewed, scored, and the contract awarded. President White was asked to request a list of bids from procurement.

"The senate adjourned at 5:15 p.m.

**MURRAY STATE UNIVERSITY**  
**Faculty Senate**  
**March 2, 2010**

Present: Senators Bartnik, Begley, Binfield, Blaylock, Bloomdahl, Bodevin, Busija, Farrell, Goggins, Guyer, Herr, Jung, Kleinhans, Koren, Landini, LaValle, Locke, Miller, Norris, Ortmann, Papajeski, Pittman-Munke, Porter, Rogers, Rose, Smith, Washington, White, Yarali, and Regent Morgan. Dr. Tina Coffelt was proxy for Senator Gesler, Department of Organizational Communication, Dr. Wafaa Fawzy for Senator McCreary, Department of Chemistry, and Lt. Col. Simons for Cpt. Ballard, Military Science.

Absent: Senators Awori, Peake, Revell, Robertson, and Swisher. Guests: Tom Hoffacker, Director of Human Resources, Linda Miller, Information Systems, and Josh Jacobs, President's Office. News Media: The Murray State News.

The minutes of February 2 were unanimously approved.

## **REPORTS**

**Board of Regents**--Regent Morgan referred faculty to the report that he sent out after the last board meeting. He will share any changes to the state budget.

**Executive**—President White updated faculty on the provost search. Faculty will have two opportunities to meet with the finalists brought to campus; the first will be an open forum with faculty only to be held at 12:45 p.m. and the other is an open community to be held at 3:00 p.m. on the first day of each interview. Faculty Senate will sponsor an open faculty forum on Friday, March 19, at noon to offer the opportunity for faculty to reflect on each of the candidates. Members of the search committee are invited to attend.

He introduced Linda Miller, Chief Information Officer for the university, to speak to concerns of migrating to Google mail for university communication. She solicited comments and views of the faculty and addressed many concerns. Campus forums will be held, and she is available to talk about any potential problems. Overall, the transition to Google provides many benefits to the university and capabilities to faculty, staff, and students.

After the last senate meeting, the senate leadership discussed the changes in employer/employee contributions being implemented within the Kentucky Teachers' Retirement System (KTRS) with the president. No such changes were being considered for members of optional retirement plans. The senate unanimously passed a resolution that recommends that Murray State match the employer contribution to faculty and staff with optional retirement plans to any mandated increase in employer contribution to KTRS.

**Rules, Elections, and Bylaws**-Vice President Pittman-Munke reported that the process is in place for selection of this year's Board of Regents Teaching Excellence Awards. Faculty senators were referred to a list of departmental senators whose terms will expire this year. The nominations for faculty and regent and faculty representatives to governance committees will be accepted through April 6.

**Academic Policies**- No report.

**Finance-** Chair Rose reported that the committee met on February 16 to discuss direction for the committee's findings while gathering data during this past year on university budget, employment, and the athletic budget and deficit. The chair also solicited comment from senators. The committee will draft a report for the April meeting.

**Governmental Affairs-**Vice President Pittman-Munke reported that COSFL continues to monitor HB160 on transferrability of courses. Faculty across the state are being asked to support university autonomy related to course content and local choice of textbooks. Faculty share student concerns over the cost of textbooks. The senate endorsed both resolutions of COSFL,

**Handbook and Personnel-**In lieu of time, President White asked Chair Porter to defer his report until next month.

#### **Academic Council**

**Undergraduate Studies-**Vice President Pittman-Munke reported that few proposals have been passed by the committee.

**Graduate Studies-**Dr. Gannon, chair, reported the approval of routine items and a certificate in multicultural and gender studies. Changes in minimum TOEFL requirements by the university were also noted, opening the opportunity for departments and programs to raise the standard.

**Library and Academic Support-**Chair Koren reported that the committee meets next week.

**Residential Colleges-**No report.

**Insurance and Benefits-** Senator Porter, committee member, reported that employee/employer contributions to health savings accounts were dispensed this month by the university. The committee and senate continue to work on sick leave accumulations at retirement.

**New business-**Because of the lateness of the hour, Senator Porter will delay his item until the next meeting. The senate adjourned at 5:25 p.m.

**MURRAY STATE UNIVERSITY**  
**Faculty Senate**  
**April 6, 2010**

Present: Senators Awori, Bartnik, Begley, Binfield, Blaylock, Bloomdahl, Farrell, Gannon, Goggins, Guyer, Herr, Jung, Kleinhans, Koren, Landini, Locke, Miller, Norris, Ortmann, Papajeski, Peake, Pittman-Munke, Porter, Rose, Smith, Washington, White, Yarali, and Regent Morgan.

Dr. Tina Coffelt was proxy for Senator Gesler, Department of Organizational Communication.

Absent: Senators Bodevin, Busija, LaValle, McCreary, Revell, Robertson, Rogers, Lt. Col. Simons, and Swisher. Guests: Josh Jacobs, President's Office. News Media: The Murray State News, WKMS.

The minutes of March 2 were unanimously approved noting corrected attendance.

## **REPORTS**

**Board of Regents**--Regent Morgan briefly reported on board activities. The board will meet on May 7 to set tuition and fees. The May 21<sup>st</sup> General Board meeting has been moved to June 11<sup>th</sup>; contracts may be slightly delayed. Dr. Morgan noted that WKMS has raised two-thirds of its spring pledge drive goal of \$130,000. Textbook rental plans are being investigated by the University Store.

**Academic Policies**- Chair Koren reported on a meeting with the new registrar. She would be willing to consider plus/minus grading systems but they tend to be costly to implement. Schools with Banner systems normally abandon them. The consensus of the committee is to let this issue die. Blanket advisor holds are currently not possible with Banner; but, the registrar will allow individual holds upon request. The committee discussed by email course numbering for graduate classes.

**Handbook and Personnel** – Chair Porter introduced an agenda item left over from the previous senate meeting. The senate approved a change to the *Faculty Handbook, Section 1.3.5.1, The Selection of Deans*, striking a clause to allow the president to restrict deans' searches to internal candidates. The committee saw the clause as being at odds with the institutional mission.

**Finance**- Chair Rose presented a report on behalf of the committee that shared employee growth data and athletic expenditures. The information will be shared with the president by the senate leadership. Dr. Rose asked Regent Morgan to also share with board members.

**Rules, Elections, and Bylaws**-Vice President Pittman-Munke congratulated Dr. Morgan on his reelection as Faculty Regent. He was elected by acclamation of the committee as the sole candidate. Regent Morgan was applauded as an excellent voice of faculty on the MSU Board of Regents. The issue of preferential voting was deferred to next year's committee. Faculty support online elections. The senate voted to move the election of at-large members to the executive committee from the September to the organizational meeting of the senate. Dr. Pittman-Munke listed faculty positions still needing nominations. Faculty were reminded that if no nominations are received for any position it becomes a dean's appointment.

**Governmental Affairs**-Vice President Pittman-Munke reported that COSFL continues to monitor HB160 on transferrability of courses, CPE approved the Doctorate of Nursing Practice (DNP) for the regional comprehensives. Each institution is being asked to appoint faculty to working groups on general education. Dr. Peter Murphy represents Murray State on the CPE committee.

**Executive**—President White noted the passing of two professor emeriti; Dr. Charles Homra, past chair of the Department of Psychology; and Dr. James Thompson, professor of economics.

The executive committee has asked Dr. Stephen Herr to chair a nominating committee to present a slate of next year's senate officers at the next senate meeting; Dr. Winfield Rose and Dr. Tina Coffelt will serve. Nominations will also be taken from the floor.

The executive committee discussed concerns over departments being asked to renumber graduate courses. The provost agreed to come to a meeting to explain the requests; but no one was available to attend today. It was considered by some faculty as an academic matter to be discussed by the Academic Council.

A memo of concerns over social networking was forwarded by the senate president to the Handbook and Personnel/Academic Policies Committees.

Dr. White reminded chairs that the organizational meeting of next year's senate was moved back a week to avoid finals week. Committees should adjust their April meetings schedules.

### **Academic Council**

**Undergraduate Studies**-Vice President Pittman-Munke reported a small amount of proposals have been passed by the committee. Changes could not be considered after March 1.

**Graduate Studies**-Dr. Gannon, chair, reported the approval of routine courses and a number of courses in nursing that represent the core of a DNP and commended the Department of Nursing for being proactive. Our proposal has been posted to CPE for review. He thanked Vice Chair Rogers for serving as chair in his absence.

**Library and Academic Support**-Chair Koren reported that the committee met with Dean Murray. New sites have been selected and are being reviewed for building requirements. The committee discussed a survey to look at acquisitions budgets of other institutions to be sent out after July 1.

**Residential Colleges**-Dr. Landini announced Dr. Navan's retirement. Her vacancy as college head of White College will be filled as of August 1.

**Insurance and Benefits**- Senator Porter, committee member, reported that the committee had approved a sick leave buy back proposal and has forwarded it to Vice President Denton.

**New business**-Senator Herr noted that several faculty have shared concerns over the recent provost search. The money expended on the process seemed to be a major concern. The executive committee will review protocol and may ask the board to review the process.

The senate suspended bylaws in order to consider a resolution brought to the floor. The senate then voted to recommend that the university investigate domestic partner benefits for employees. The resolution will be routed to the Faculty/Staff Insurance and Benefits Committee.

The senate adjourned at 5:10 p.m.



**MURRAY STATE UNIVERSITY**  
**Faculty Senate**  
**Organizational Meeting**  
**April 27, 2010**

Present: Senators Bartnik, Binfield, Blaylock, Bloomdahl, Bodevin, Busija, Coffelt, Farrell, Fawzy, Gannon, Goggins, Guyer, Herr, Hoover, Jung, Kleinhans, Koren, Norris, Ortega, Ortmann, Papajeski, Pittman-Munke, Roach, Robertson, Rogers, Smith, Swisher, Washington, A. White, S. White, and Regent Morgan.

Absent: Senators Begley, Byers, Locke, McCreary, Miller, Lt. Col. Simon, and Yarali. Guests: Josh Jacobs, President's Office.

The minutes of April 6, 2010, were approved.

## **REPORTS**

**Board of Regents**—Regent Morgan reported that two regents' terms expire at the end of June; Chair Alan Stout and Vicky Travis. The newly elected student regent is Kirby Donuhue, replacing Kara Mantooth. The board will meet in late July or early August to decide board leadership and committee chairs.

**Academic Policies**—Dr. Andy Gannon, Dr. Jacqueline Hansen, and Dr. Johan Koren were reelected by acclamation as Faculty Senate representatives to the University Academic Council.

**Finance**—No report, having had no official response to items presented at the last meeting.

**Governmental Affairs/COSFL**—Vice President Pittman-Munke reported passage of the transfer bill in the state legislature. The senate also passed the establishment of Doctor of Nursing Practice (DNP) programs across the state. Murray State has posted its proposal to CPE as has Eastern; expecting one or two more. The transfer committee continues to meet and hopes to be able to align outcomes for general education assessment. CPE has purchased new software in order to facilitate tracking of courses and to assist in the evaluation of transcripts across the state. Map reports should be generated virtually and updated automatically.

**Handbook and Personnel**—No report.

**Rules, Elections, and Bylaws**—Results of the spring university faculty governance elections were reported. There was a tie in the race for Promotion and Leave within the College of Humanities and Fine Arts. Vice President Pittman-Munke suggested that the committee look at FS Bylaws next year to investigate the extension of voting beyond the initial polling in the event of a tie (runoff procedures).

**Executive**—President White reported that the administration is covering the \$3,000 annual payment to Votenet out of the Banner budget.

On behalf of the executive committee, President White moved approval of a resolution on the recent search for provost. Responding to faculty sentiment over the process, the committee drafted a resolution of concern over the search process. No strong objectives were noted in the final choice of

provost by the president; but rather, the waste of resources, minimal faculty input, and the fact that faculty searches seem to be more scrutinized were noted. The resolution puts the Faculty Senate on record asking that the process be examined. The resolution asking the board to look at the search was passed 23 for/2 against. Regent Morgan will deliver it to the Board.

Outgoing senators were recognized for their service and new senators introduced by President White.

Nominations were then accepted for at-large representation on the senate's executive committee. Senators Binfield, Herr, and McCreary were nominated and elected by acclamation.

President White shared a retirement commendation for Dr. Tim Miller, who has served as departmental senator from the Department of Accounting for several years. Dr. Miller has faithfully served in several capacities within the senate's finance and governmental affairs committees. President White will make a presentation on behalf of the Faculty Senate at Dr. Miller's retirement reception.

President White also acknowledged the retirement of Provost Brockway. All faculty are invited to a retirement reception on April 29, from 3-5 p.m. In Pogue Library.

### **Academic Council**

Undergraduate Studies—No report.

Graduate Studies—Chair Gannon reported that the committee has finished business for the year with many curriculum changes for the new *Graduate Bulletin*. The committee approved minor revisions to the MFA program.

Library and Academic Support—No report.

**Residential Colleges**—No report.

**Insurance and Benefits Committee**—The committee met and tabled the resolution from the Faculty Senate on domestic partner benefits.

**New business**—Dr. Stephen Herr, chair of the senate's nominating committee, presented President White with a plaque in recognition of his service as Faculty Senate President, and gave credit to his leadership of the faculty of MSU in gaining respect in the community.

The nominating committee presented the following slate of officers that were unanimously elected: Dr. Peggy Pittman-Munke, Faculty Senate President, and Dr. Johan Koren, Vice President.

President Pittman-Munke thanked the senate for their endorsement and looks forward to bringing a statewide perspective into the executive report as she also continues as COSFL President. She then appointed temporary committee chairs to serve over the summer. Committees will convene in September to elect chairs and set meeting schedules. Temporary appointees are: Senator Bartnik, Academic Policies; Senator Blaylock, Finance; and Senator Guyer, Governmental Affairs. Dr. Steve White agreed to temporarily chair Handbook and Personnel.

Dr. Dave Gesler was elected by acclamation to continue as the Faculty Senate representative to the University Intercollegiate Athletic Council for the term July 1, 2010 – June 30, 2013. The senate adjourned for the summer at 4:20 p.m.

**MURRAY STATE UNIVERSITY**  
**Faculty Senate**  
**September 7, 2010**

Present: Senators Bartnik, Begley, Binfield, Bloomdahl, Coffelt, Farrell, Fawzy, Goggins, Guyer, Herr, Hoover, Kleinhans, Koren, McCreary, Norris, Ortega, Ortmann, Papajeski, Pittman-Munke, Rogers, Schell, Stambaugh, Swisher, Washington, Wattier, A. White, S. White, and Yarali.  
Dr. Renee Fister was proxy for the Department of Mathematics and Statistics.

Absent: Senators Blaylock, Bodevin, Busija, Byers, Jung, Locke, Robertson, and Smith.  
Guests: Josh Jacobs, President's Office, and Dr. Jay Morgan.

The minutes of April 27, 2010, were approved. President Pittman-Munke welcomed senators and acknowledged Senator Tom Begley's return for his 32<sup>nd</sup> consecutive year of service.

## **REPORTS**

**United Way**—Mr. Aaron Dale, a resource development officer for the local United Way, asked that faculty consider giving during the fall campaign. Fifteen non-profit grant programs are funded through the local agency in building a coalition of resources to the local community. Mr. Dale is a 2005 organizational communications graduate of MSU with a finance minor and recently received his MBA..

**Academic Policies**—no report.

**Finance**—no report.

**Governmental Affairs/COSFL**—Vice President Pittman-Munke as COSFL President has been placed on a HB160 working group. She notes that the CPE leadership sees the importance of having faculty input into decision making. She looks forward to working with the university presidents and provosts on discussions of policy.

**Handbook and Personnel**—no report; interim chair White announced a meeting on the third Tuesday.

**Executive**—President Pittman-Munke noted that the president might come to the next meeting to discuss faculty salaries. She addressed myGate issues with registration and holds with the registrar. Ms. Collins noted that an update to Banner will take care of some of the problems for faculty and is willing to discuss any concerns.

A letter will go out to the family of Dr. Arlene Hall on her death this summer. Dr. Hall was a long-time member of the Faculty Senate.

**Academic Council**—no reports.

**Residential Colleges**—no report.

**Insurance and Benefits Committee**—The committee continues to work on a policy to grant faculty unused sick leave at retirement and was given an update on domestic partner benefits. The committee will look at the establishment of a tuition bank and discuss supplemental tuition credits and reimbursement plans. The next meeting is September 10.

**New business**—Dr. Morgan was recognized and thanked senators for their hospitality and support during his last three years as faculty regent. He expressed his appreciation to the senate leadership and looks forward to working on faculty issues in his new role as associate provost for graduate education and research.

**Rules, Elections, and Bylaws**—Vice President Koren reported that the committee met on August 17 to discuss and plan for the election of a replacement for Dr. Morgan on the Board. The election must be held as the original with the intent of having a faculty member in place on the Board for its September 17 meeting. Balloting will be September 9-10. Eligibility of candidates and voters has been reviewed with the university attorney and shared with faculty. A specific item of spousal employment has revealed that on no occasion has this affected a regent, if otherwise qualified, or a spouse. Last spring, the legislature approved the addition of instructor rank to the list of eligible voters for a faculty regent or trustee. Inconsistencies with our definitions of instructor and lecturer were noted. Comparisons will be made and studied in hopes of granting disenfranchised faculty a voice on the Board. There are no faculty assigned instructor rank at this time for the current faculty regent election.

The remainder of the meeting was devoted to an open forum with the faculty regent candidates. Each candidate had been invited by the Rules, Elections, and Bylaws Committee to make brief remarks and field questions from faculty. Candidates were Dr. Kevin Binfield, Dr. Jack Rose, Dr. Peggy Pittman-Munke, and Dr. Mark Wattier. The forum ended at 4:45 p.m.

**MURRAY STATE UNIVERSITY**  
**Faculty Senate**  
**October 5, 2010**

Present: Senators Bartnik, Busija, Begley, Blaylock, Bloomdahl, Coffelt, Fawzy, Goggins, Herr, Hoover, Jung, Kleinhans, Koren, McCreary, Norris, Ortega, Ortmann, Pittman-Munke, Porter, Robertson, Rogers, Stambaugh, Swisher, Washington, Wattier, A. White, S. White, Yarali, and Regent Rose. Katherine Farmer was proxy for Senator Bartnik, University Libraries.

Absent: Senators Binfield, Bodevin, Byers, Guyer, Locke, Papajeski, Schell, and Smith.

Guests: Dr. Randy Dunn and Josh Jacobs, President's Office.

The minutes of September 7, 2010, were approved.

## **REPORTS**

### **Board of Regents**

Dr. Jack Rose, newly elected faculty regent, gave his first report to the senate. He had sent faculty an email after his first board meeting outlining board action. In addition, he noted the following items for the senate:

- Resolution of appreciation to Dr. Morgan
- Extension of the president's contract
- Approval of the Doctorate of Nursing Practice
- CFSB Center - \$3.3 million naming
- College of Education - \$1.38 million gift for scholarships
- Enrollment report
- University rankings
- Rural Health Agreement with UK and Murray Calloway County Hospital
- Engineering reaccredited - one of 20 in the country
- Reduced number of board committees from 12 to 7
- Faculty/Staff Affairs Committee removed/Dr. Curris, Board Chair, placed constituency groups on agenda
- Staff compensation study completed by HR – heard report from Tom Hoffacker

Senators spoke to the inequity of the compensation study in regard to staff longevity of service. The university continues to look at ways to enhance staff and faculty compensation.

The CFSB gift is restricted to athletics. Dr. Rose deferred to the President who anticipates that it would be used for facility improvement that would require board approval.

### **President's Report**

President Dunn reported on university studies to enhance faculty salaries and encourages faculty input. There is organizational awareness that the university is at a critical stage and needs to develop a plan to address faculty/staff salaries among all campus constituencies. He noted that a senate led study of faculty salaries would be helpful; in terms of quality of faculty recruitment

and needs of attracting faculty to the area. The senate needs to be ready to weigh in to any future proposals for incremental increases. Enrollment variables leading to an increase in revenue margin could lead to options or, if none, lead to a reframing of the way we do things on campus. The senate should be ready to provide input on any options regarding enrollment, income, and/or restructuring.

In reference to a question on green initiatives, the president noted that savings are already built into the budget. Over time, more resources may be provided where decisions would need to be made on how best to use them. The president also spoke to concerns over the university's subsidy of athletics. He noted that we are at our Title IX minimum to remain as a Division I school.

Dr. Pittman-Munke thanked the president for speaking to the senate on such important issues and for his frankness. Faculty understand the challenges the university faces in retaining a strong faculty base to support students.

### **Academic Policies**

Katherine Farmer shared the report from Chair Bartnik. The committee met to set the year's agenda.

### **Finance**

The committee had an organization meeting on September 21. Dr. Blaylock was elected chair; Dr. Farrell agreed to serve as reporting secretary. The committee will continue to monitor the sick leave/ service time proposal, and study the transparencies of the university budget/audits. The committee will study ways to enhance faculty through faculty development opportunities and salary equity. Growth of administrative positions will be studied relative to faculty positions. They ask for cooperation as they look at various units on campus and encourage input.

### **Governmental Affairs/COSFL**

President Pittman-Munke reported that she will approach COSFL members regarding faculty rights to vote across the state. She will work with Regent Rose to set parameters for the next election. Handbook and Personnel is also reviewing faculty ranks in relationship to elections.

CPE will have institutions look at low producing programs that do not support other programs within the same parameters.

### **Handbook and Personnel**

The committee met on September 2 and elected Dr. Ted Porter as chair. Steve White presented proposed changes to Section 1.5 University Standing Committees of the Faculty Handbook in an attempt to bring the University Governance Document, BOR Policy Manual, and the Faculty Handbook in line with one another. Currently, these three documents have differences in language. The President's Office hopes to present a unified version of these three documents to the BOR in December. The committee unanimously recommended that the University Libraries have representation on the CISR, University Studies, and the Research Policies committees. Steve White brought to the committee an issue dealing with the multiple of appeal boards on campus. There are currently seven appeal boards that cover various appeals such as admissions,

grades, academic and non-academic suspension, etc. The responsibilities of these appeal boards overlap which may lead to confusion.

While the committee is studying appeal boards, the H&P committee will also look at the possibility streamlining the university committee structure. Included are some ideas Joshua Jacobs suggested on combining some of the university standing committees that may streamline university governance.

Ted Porter proposed adding language to section 2.1.2.1 that would grant Lecturers the title of Instructor.

### **Rules, Elections, and Bylaws**

The committee will meet on October 12 to discuss questions related to the recent regent election. The committee will begin planning for administrative assessments of departmental chairs, deans, provost, and university president. They will solicit input from Information Systems on the use of VoteNet.

### **Executive**

President Pittman-Munke attended a meeting of the Faculty/Staff Leadership Council. The main topic of discussion was the staff compensation report.

The executive committee discussed the inability of lecturers to vote in the regent election at last week's meeting to set the senate agenda.

### **Academic Council**

Undergraduate Studies—one proposal on first reading. Departments are asked to submit proposals as soon as possible for the new catalog.

Graduate Studies—Senator Wattier reported that a master's program proposal from the College of Education. President Pittman-Munke asked if he would agree to give the report each month as the senate representatives are not currently on the senate.

Library and Academic Support—no report.

### **Insurance and Benefits**

Senator Porter reported numerous changes to the healthcare package as a result of new federal healthcare law. Open enrollment has been extended to one month as one of the new requirements. Costs are approximately three percent higher as another result with a seven percent increase due to actuarial usage estimates. Employee premiums increase by eight percent (8%) with the university contributing 83%/17% employee split. The standard plan will increase \$15/month. The amount budgeted by the university is enough to cover the projected estimates.

Dependents can now be covered up to the age of 26 and wellness coverage is now unlimited. Faculty were reminded to take advantage of free health screenings offered at annual campus health fairs and at Health Services located in Wells Hall. Savings in healthcare might lend to extra monies for salaries.

**International Studies**

The Institute of International Studies will recommend later this semester combining its' executive council and the International Studies Advisory Committee into one body.

**Old Business**

Senator Herr asked about the status of the senate resolution of concern over the provost search from the spring. The resolution has been given to Regent Rose. It was noted that the Board Chair raised the issue quite seriously at the May meeting of the board.

**New Business**

Senators were asked to represent their constituents and be knowledgeable of total faculty sentiment to counter proliferation of rumors and comments made by a few on issues of concern.

State appropriations and CPE set tuition increases were explained to a question regarding why tuition couldn't cover salary increases.

The senate adjourned at 5:00 p.m.



**MURRAY STATE UNIVERSITY**  
**Faculty Senate**  
**November 2, 2010**

Present: Senators Bartnik, Begley, Binfield, Blaylock, Bloomdahl, Bodevin, Busija, Byers, Coffelt, Fawzy, Goggins, Jung, Kleinhans, Koren, Norris, Ortega, Papajeski, Pittman-Munke, Rogers, Schell, Smith, Stambaugh, Washington, Wattier, A. White, S. White, Yarali, and Regent Rose. Dr. Michael D'Ambrosio was proxy for Senator Swisher, Department of Music, and Dr. Katy Garth was proxy for Senator Farrell, School of Nursing.

Absent: Senators Guyer, Herr, Hoover, Locke, McCreary, Ortmann, Porter, and Robertson.  
Guests: Dr. Randy Dunn and Josh Jacobs, President's Office.

The minutes of October 5, 2010, were approved, with one correction to attendance noted. Senators are reminded to sign in.

## **REPORTS**

### **President Dunn**

The President returned to discuss possible scenarios for faculty salaries for next year. The administration is beginning to look at possible sources of funds to recommend to the Board. He encouraged the senate to look at data from comparable benchmarks and OVC institutions and to draft its own recommendations and priorities at the same time the administration is investigating options. He requested help with articulating needs of faculty to the Board and would like to be able to take a collective position to the Board noting the Board's desire to be responsive to faculty.

### **Board of Regents**

Regent Rose thanked the president for coming to the senate to talk about salary issues. He then reminded them to take time to vote after the meeting. The Board meets again on December 10. In regard to salaries he noted four important considerations:

- Sharing of information in order to successfully present unified message to the Board
- Motivational issue
- Enrollment significant factor – in order to drive upward as active participants faculty need some assurances of rewards
- Welcomes any suggestions – individually, as units, or from senate committees

President Pittman-Munke added that she hopes for an array of information for the Board to make grounded decisions in regard to salaries.

### **Insurance and Benefits**

Senator Washington reported that the committee had met on October 8 and will meet again on November 12. The committee approved a recommendation of a health insurance premium split of 85/15 with the administration equating to an eight percent (8%) premium increase to the employee for the 2011 benefit year. Meetings were well attended and she reminded faculty that

open enrollment ends November 12. Dependents are now eligible to age 26. The committee is investigating tuition exchange plans with other institutions within the Commonwealth.

### **Academic Policies**

The committee will address the lecturer/instructor issue within faculty election criteria. Chair Bartnik will present a summary of discussions to the Executive Committee.

### **Finance**

The committee has met and discussed most of the issues raised today regarding salaries.

### **Handbook and Personnel**

The senate approved changes to Section 1.5 of the *Faculty Handbook* aligning with the BOR Policy Manual and the University Governance Document. The committee also recommended adding a library representative to CISR, University Studies, and the Research Policy Committee; or any committees where schools have representation. The senate unanimously approved all the recommendations of the committee.

The committee is looking at lecturer rank in regard to voting rights and at definitions of special appointment faculty. At no time is the number of lecturers campus-wide supposed to exceed twenty percent (20%) of the entire faculty. The committee will calculate and inform the provost of their findings. Reappointment of special appointed faculty, per the *Handbook*, is up to four years. The committee will ask the provost to remind chairs.

The committee, in line with the Board of Regents, is looking to reduce the number of university standing committees and has identified duplication in several areas, especially in appeals. The committee is also reviewing definitions of graduate faculty and terminal degree categories at the request of Dr. Morgan, associate provost for graduate education and research.

### **Rules, Elections, and Bylaws**

Vice President Koren reported that the committee is reviewing procedures of the recent faculty regent to check the clarity of information regarding eligibility and qualifications of candidates and voters. The committee may recommend inclusion of general procedures in the *Faculty Handbook*.

The committee is also discussing the use of VoteNet for administrative assessments. There is no capability for open response. The committee is gathering data on the exact purpose of doing an assessment and usefulness for regent, senate, and/or administration.

### **Executive**

President Pittman-Munke reported that the committee met last week and discussed several of the items already reported today. She has met with the provost to discuss the lecturer/instructor issue. Data is being gathered on both sides to identify any differences across the colleges/schools. The provost would like to satisfy the wish of several faculty to vote and will work with the senate on a solution.

Dr. Pittman-Munke also met with the president and talked about salary issues. He has asked for Faculty Senate input and would like to have some priorities of faculty before budget criteria are developed.

President Pittman-Munke also represents COSFL on the state-wide transferability committee to ease issues for students coming from the community colleges and is dealing with developmental education also. Dual credit is being discussed.

The provosts will recommend changes to a new proposal of program review by CPE.

She noted that CPE has faculty involved at every level and they have been appreciative of what is brought to the table.

### **Academic Council**

Undergraduate Studies—Dr. Pittman-Munke is stepping down as senate representative. Dr. Bill Schell was elected by acclamation.

Graduate Studies—Senator Wattier reported that the committee is routinely meeting and several course/program proposals have been approved especially for an undergraduate catalog year.

Library and Academic Support—Dr. Koren reported that the committee did meet to get updated status on areas of the committee's purview:

- IS Library budget-the committee will ask for information from the IS Director
- Dean Murray presented developments on a new building
- The president has asked the task force to meet soon to review locations

**Residential Colleges**—No report.

### **International Studies**

Dr. Koren reported that the advisory committee has proposed a merger with the executive council. The recommendation has been forwarded to the senate's Handbook Committee for review. The committee is also tracking accountability measures discussion by CPE to include a broader range of populations.

### **New Business**

Senator Bartnik announced an Executive Blend session with the Provost in the University Libraries for conversation between faculty and the administration.

The senate adjourned at 4:45 p.m.

**MURRAY STATE UNIVERSITY**  
**Faculty Senate**  
**December 7, 2010**

Present: Senators Bartnik, Blaylock, Bloomdahl, Busija, Coffelt, Farrell, Goggins, Guyer, Jung, Kleinhans, Koren, Norris, Ortega, Ortmann, Papajeski, Pittman-Munke, Robertson Rogers, Schell, Swisher, Washington, S. White, Yarali, and Regent Rose.

Absent: Senators Begley, Binfield, Bodevin, Byers, Fawzy, Herr, Hoover, Locke, McCreary, Porter, Smith, Stambaugh, Wattier, and A. White.

Guests: Josh Jacobs, President's Office.

The minutes of November 2, 2010, were unanimously approved.

## **REPORTS**

### **Academic Policies**

The committee has looked at the hiring of clinical instructors; this title is not in the *Faculty Handbook*. The committee will keep aware of issues involved in discussion of lecturer/instructor rank.

### **Board of Regents**

Regent Rose shared a brief agenda of the Board meeting on December 10. The board will undertake a study of its' vision for the university identifying weaknesses and strengths. The buying back of sick leave for retirees under KTRS was discussed in the Faculty/Staff Leadership Council.

### **Finance**

The committee has met and is in the process of getting information from the administration and discussed most of the issues raised today regarding salaries. The audit and other routine reports will be available after this week's board meeting.

### **Governmental Affairs – No report.**

### **COSFL**

President Pittman-Munke noted that she had brought up the issues of instructor voting with no support for changing the legislation raised. The issue will have to be resolved internally. There was also discussion of collegiality as a promotion and tenure standard. In response to the Kentucky Department of Education's cutting access to KVL, the CPE has asked to provide for that support in some of the poorer counties of the state. The CPE has begun the tuition setting process for 2011-2012; performance goals have been mentioned based on percentage of appropriations. Also, there is work being done to get the formula adjusted to hard monies. COSFL is working on a new website. Each of the institutions shared major work on each of the campuses.

## **Handbook and Personnel**

Chair S. White reported that the committee met last week and discussed proposals from the Provost's Office to change the criteria for appointment to the graduate faculty and expansion of terminal degree categories as defined by SACS. Responsibilities of teaching assistants and inclusion of ESL and developmental instructors are included in the changes. The committee will meet with Fred Miller, chair of the IIS Advisory Council, to discuss combining oversight committees within IIS.

## **Rules, Elections, and Bylaws**

Vice President Koren reported that the committee met without a quorum and will meet on January 13. Administrative assessments and updates to senate bylaws to reflect the use of online voting by Votenet.

## **Executive**

President Pittman-Munke reported that drug testing of all staff was brought up at the Faculty Staff Leadership Council. The president wants to recommend raises and has asked for input from the senate leadership and faculty regent. The sick leave buy back proposal and domestic partner benefits are awaiting action by Insurance and Benefits. She will meet with the provost and president regarding the salary issue and talk with the Provost concerning instructor/lecturer assignment. Dr. Farrell, nursing, noted that faculty are now drug tested in working with students at clinical facilities.

## **Academic Council**

Undergraduate Studies—no report.

Graduate Studies—no report.

Library and Academic Support—Dr. Koren reported that the committee met with the director of the Racer Writing Center on ways that the committee can support. He hopes to meet with the registrar on plus/minus grades and scheduling holds.

**Residential Colleges**—No report.

## **Insurance and Benefits**

The committee met on November 12 to draft a reply to a request for more information on the sick leave proposal from Vice President Denton. The committee provided information previously supplied to the board along with information from sister institutions. The committee requested that the administration review further. The committee is also studying sub-committee recommendations on extended family dependent coverage. They will seek any additional pricing from HR and also ask to see the Mercer report.

The senate adjourned at 4:20 p.m.